Align your Program of Research with Criteria for Promotion
Aligning POR With Criteria for Promotion

- Aligning your program of research with criteria for promotion
  - Criteria for promotion
  - Documenting impact of your research
  - Documenting research activities
Promotion Criteria

- Academia promotion criteria
  - Teaching
  - Research
  - Service
- Promotion in the clinical setting (Univ. Michigan)
  - Clinical Skills and Knowledge
  - Therapeutic Relationships
  - Professional Relationships
  - Professional Development
  - Innovation and Research
Aligning POR with Criteria for Promotion

- For promotion at most research-intensive universities
  - Excellent or outstanding performance in research
  - Very good performance in teaching and professional service
  - Average length of time between associate professor and full professor is 7-8 years
Expectations for (Full) Professor

• (Full) Professor
  • Solid national reputation and growing international reputation in area of research
  • Growing record of scholarship that is having an impact
    • History of research funding
    • Publications in refereed journals
    • Major invited presentations
    • Honors and awards
Documenting Research

- Significance of research program
- Publications
  - Key findings published
  - Impact factor of journals
  - Number of citations (e.g., h-index)
Documenting Research

• Statement of scholarly **impact** of research on policy, practice, guidelines, and profession
  • Contributions to interdisciplinary research
  • Significance and impact of presentations
  • Significance of honors
Levels of Research Impact

Impact

- Research shapes policy
- Research changes practice across disciplines
- Research changes nursing practice
- Research leads to honors, awards, consultation
Have a Strategy to Document Activity

• Show impact of your research
  • Citations of publications
  • References to your work in textbooks, guidelines, standards, or white papers
  • Evidence that your work is leading to changes in practice
  • References to your work related to a paradigm shift, new research priorities, or new resources
Develop a list of colleagues who can document the importance of your scholarly work

- Keep track of people who
  - request reprints of your papers
  - ask to use an instrument you developed
  - invited you to speak
  - invited you to consult
  - invited you to do a visiting professorship
  - frequently cite your work
National Reputation

• Seek leadership opportunities in professional organizations
  – governing boards
  – committees to develop standards or guidelines

• Seek membership on a national research or policy committee
  – shows national reputation
  – fellow members might become consultants or external reviewers for your dossier
In Summary

- Align research goals with criteria for promotion
- Knowing what is expected; stay focused
- Seek opportunities to increase your national reputation